



Workforce Solutions Conference

February 15 & 22, 2024

8:45 am **Welcome**

9:00 - 10:00 am

Employment Law

Presenter: Aimee Delaney, Partner, Hinshaw & Culbertson LLP

Objectives:

- Obtain overview and understanding of new state employment regulations;
- Obtain overview and understanding of developments to federal employment regulations;
- Obtain and overview and understanding of recent Supreme Court decisions impacting employment law; and
- Learn best practices for compliance with the new requirements and changing landscape

10:00-10:30 am **Break**

10:30-11:30 am

Developing an Administrator in Training Program

Presenter: Carla Brown MBA, LNHA, Senior Director of Operations, Ascension Living

Objectives:

- Identify core responsibilities of a full time Administrator position
- Define and track activities to help non-administrators understand and fulfill the core responsibilities of a full-time Administrator
- Develop an oversight and tracking structure to document fulfillment of these activities

11:30 am-12:30 pm **Lunch**

12:30-1:30 pm

Strategic Alliances: Leveraging Academic Partnerships for Senior Living Success

Presenter: Jessica Spurgin, Director of Talent Acquisition, Lutheran Senior Services

Objectives:

- **Explore Collaborative Opportunities**
 - Examine a range of collaborative approaches, such as onsite clinical partnerships and opportunities, educational collaborations, and strategies for supporting students in their career exploration journey.
- **Navigate Challenges and Best Practices**
 - Gain insights into the typical challenges and obstacles involved in establishing and sustaining academic partnerships, while also examining effective best practices and strategies for overcoming them.
- **Measure and Evaluate Partnership Impact**

- Examine approaches for assessing the impact and outcomes of academic collaborations, emphasizing effective methods for tracking and evaluating the success of partnership initiatives

1:45-2:45 pm

Culture Index – Analytics Over Instincts

Presenter: Claudeen Saxon, Executive Advisor, Culture Index LLC

Objectives:

- Identify what culture is, what defines it, where does it start?
- Describe how to improve your culture in hiring/selection, management, employee engagement
- Determine how to improve your culture through assessments/instruments

3:00-4:00 pm

Developing and Implementing a Recruiting Strategy for Senior Living Talent Needs

Presenters: Robi Nevers, Vice President of Talent Acquisition , Covenant Living Communities and Services, Ingrid Tenglin, National Director Talent Development, Covenant Living Communities & Services

Objectives:

- Explain the importance of developing a recruiting strategy and roadmap
- Discuss ideas to increase applications and build candidate pipelines (job boards, proactive sourcing, social media, paid recruitment marketing, partnerships, and programs)
- Identify how efficiencies can be gained through standardization, automation, and ongoing training and communication
- Review the importance of creating KPIs to track, measure and report results (Weekly reports, QBRs, Leadership and BOD updates)

Thursday, February 22

9:15 - 10:15 am

Immigration

Presenters: Bill Lowe, President & CEO, Chicago Methodist Senior Services and Paul Spence, VP, Business Development, United Methodist Healthcare Recruitment

Objectives:

- Gain an increased high-level understanding of the immigration options available for this field
- Understand the steps involved necessary for a community to participate in the visa-acquired healthcare recruitment process
- Learn examples of what an employer can do to support the recruited employee during their first year

10:30 to 11:30 am

New Joint Employer Standard- Are you Impacted?

Presenter: Aimee Delaney, Partner, Hinshaw & Culbertson LLP

Objectives:

- Determine if your organization may be considered a joint employer of a group of employees
- Define the essential terms and conditions to qualify as a joint employer
- Identify the impacts to your organization and changes to policies and practices to ensure compliance

11:30-12:00 Lunch

12:00 - 1:00 pm

Building a Team that Stays

Presenter: Nicole Howell, Director of Workforce Public Policy, LeadingAge

Objectives:

- Understand the impact that quality leadership has on the retention of staff in your organization
- Prepare charge nurses and team leaders in your organization to become more effective coaches, leaders and supervisors of frontline staff using LeadingAge's NurseLEAD program.
- Identify career advancement strategies to keep frontline professionals engaged in your organization

1:15 - 2:15 pm

Emotional Intelligence in the Workplace: Navigating Relationships for Success

Presenter: Candace Fisher, Director, Organizational Development, HR Source

Objectives:

- Explore the core components of EQ, including self-awareness and empathy
- Discuss how these skills can be applied in professional settings
- Learn strategies for effectively managing emotions, resolving conflicts, and building positive working relationships